

State of Connecticut
Commission on Human Rights and Opportunities



Regular Commission Meeting Minutes
Wednesday, February 10, 2021
2:00 pm
Via Microsoft TEAMS

Commissioners Present

Cherron Payne, Chair
Edward Mambruno, Secretary
Andrew Norton
Lisa Giliberto
Neeta Vatti

Commissioners Absent

Edith Pestana
Joseph Suggs
Nicholas Kapoor

Staff Present

Tanya Hughes, Executive Director	
Cheryl Sharp, Deputy Director	
Robin Kinstler Fox, HRO Attorney	Neva E. Vigezzi, AA Supervisor
Anna Marie Puryear, HRO Attorney	Lynda Rizzo Stowe, Regional Manager
Margaret Nurse-Goodison, HRO Attorney	Shawn Burns, Regional Manager
Kristen Daniels, Executive Secretary	Monica H. Richardson, Executive Secretary
Jamie Rubin, Regional Manager	Darcy Strand, Legislative Analyst
Gary Madison, AA Reviewer	Emily Melendez, Asst. Attorney General

I. Chairperson: Dr. Cherron Payne, Presiding

The meeting convened at 2:00 p.m.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Norton to approve the minutes of the January 13, 2021 Regular commission meeting with corrections. Commissioner Giliberto seconded it; The vote: Yes (4) No (0), and Abstentions (0). The motion carried.

*Edit Jan13, 2021 minutes to reflect Commissioner Giliberto did not abstain in the reopening request.

III. Affirmative Action Recommendations – Vote Required

Deputy Director Cheryl Sharp presented the following plans:

Staff Recommendations: **Approval**

1. Department of Motor Vehicles

Representing the agency were Commissioner Sibongile Magubane, Deputy Anthony Guerrera, Thursa Hinson, Acting HR Director, Natalie Shipman, Equal Employment Opportunity Manager, Sheila Antonacci, Equal Employment Specialist II, and Angela Buonannata, Equal Employment Opportunity Assistant.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 44%. The promotion goals were met at 41.2% and the program goals were not established in the prior filing

The Contract Compliance Set-Aside Program for FY 2019/2020 showed 426.90% achievement for the SBE and 1129.20% achievement for the MBE.

The filing history is as follows: 2015, 2016, 2017, 2018, and 2019 Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Vatti to accept the staff recommendation to **approve** the plan of the Department of Motor Vehicles and retain annual filing status. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

2. Central CT State University

Representing the agency were President Zulma Toro, PhD and Pamela Whitley, Senior Inclusion Officer.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all its hiring goals at 39%. The promotion goals were met at 61% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY 2019/2020 showed no results for the SBE and the MBE.

The filing history is as follows: 2015, 2016, 2017, 2018, and 2019 Approved.

A motion was made by Commissioner Vatti and seconded by Commissioner Giliberto to accept the staff recommendation to **approve** the plan of the Central CT State University and retain annual filing status. The vote: Yes (4), No (0) and Abstentions (0). The motion carried.

IV. Contract Compliance, Request for Exemption

1. Dominion – Green Bank, Presented by Attorney Robin Fox

A motion was made by Commissioner Giliberto and seconded by Commissioner Mambruno to accept the staff recommendation to grant the exemption to allow the requirements for the proposed contract between Dominion Energy and the Green Bank be executed. The vote was: Yes (4), No (0) and Abstentions (0). The motion carried.

V. Request for Reopen

1. April Jones v. Optimus

CHRO No. 2020054

Presented by Attorney Margaret Nurse-Goodison

A motion was made by Commissioner Giliberto to deny the request for reopening. It was seconded by Commissioner Vatti. The vote was: Yes (4), No (0), Abstentions (0). The motion carried.

VI. Division Reports

1. Executive Director's Report: by Tanya Hughes, Executive Director

See detailed report.

2. Outreach Report: by Cheryl Sharp, Deputy Director

See detailed report.

3. Legislative update: by Darcy Jones Strand

See detailed report.

Due to time constraints and the possibility of losing a quorum, Chair Payne asked the commissioners to review the reports in lieu of the reports being presented. However, Chair Payne did open the meeting for questions regarding the reports.

VII. Executive Session

(Requires a two-thirds vote of commissioners present and voting – staff and guests invited to attend must be noted)

Commissioner Giliberto moved to go into Executive session at 3:21 pm. Commissioner Vatti seconded it. The vote was: Yes (4), No (0) and Abstentions (0). The motion carried.

Invited into Executive Session for the first portion with the Commissioners was AAG Emily Melendez, and invited into the second portion was, Executive Director Tanya Hughes and Deputy Director Cheryl Sharp and Attorney Puryear.

Pending Litigation:

1. CHRO ex rel. Patrick Bolden v. Federal Management Company

CHRO Case No. 2050107

Presented by Attorney Anna Marie Puryear

2. Wallace v. Sharp, et al.

3. Johnson v. Hughes, et al

4. Mica Notz v. CHRO

Return from Executive Session

Commissioner Giliberto moved to return from Executive session and Commissioner Vatti seconded it. The vote was: Yes (3), No (0) and Abstentions (0). The motion carried.

VIII. Vote on Executive session items: (Action May Be Required)

CHRO ex rel. Patrick Bolden v. Federal Management Company

CHRO Case No. 2050107

Presented by Attorney Anna Marie Puryear

A motion was made by Commissioner Giliberto to accept legal counsel's recommendation to file this case in the Judicial District of Hartford and seek injunctive relief, punitive damages, and a civil penalty and seconded by Commissioner Vatti. The vote was: Yes (3), No (0) and Abstentions (0). The motion carried.

**Commissioner Mambruno returned to the meeting from Executive session at 3:48 pm

IX. Old Business

X. Adjournment

A motion was made by Commissioner Norton to adjourn the meeting; Commissioner Mambruno seconded it. The vote was: Yes (4), No (0), and Abstentions (0). The vote was unanimous.

The meeting adjourned at 3:50 p.m.